

Simmons

UNIVERSITY

BOSTON MASSACHUSETTS | EST 1899

*Search for the President of Simmons University
Boston, MA*

Simmons University (Simmons), a private university in the heart of Boston offering a comprehensive undergraduate education and robust nationally recognized graduate programs, seeks a strategic and inspiring leader as its ninth president.

In 1899, twenty years before the passage of the 19th suffrage amendment to the U.S. Constitution, Simmons was founded by a Boston industrialist with a bold vision: to prepare women for independence and self-sufficiency. Today, this mission could not be more relevant and critical to our societal well-being.

Simmons creates leaders for the 21st century by weaving together practice and theory, art and science, undergraduate and graduate education, and business and innovation. The University is built on the principles of women's rights, social justice, and diversity, equity and inclusion, and develops and empowers leaders to assume impactful roles in the world.

Simmons offers a strong undergraduate education for women and coeducational graduate programs in health sciences, education, liberal arts, library and information science, business, and social work. For more than a century, Simmons has been preparing women to lead change that impacts communities around the globe. Along the way it has embraced visionary thinking, innovation, and change, adapting to the shifts in higher education while remaining true to its mission. In alignment with its core purpose, Simmons launched one of the first undergraduate women's studies degree programs for women in the 1960s. Soon after, Simmons created the first MBA program designed specifically for women, with a focus on the organizational behavior of men and women. In the last several years, at a time when new technologies and increased competition have been significant disruptions in the higher education landscape, Simmons has grown high quality, nationally recognized online graduate degree and certificate programs in such areas as nursing, social work, and library science.

The next President will lead Simmons at an important juncture in its history. In the last decade, under the leadership of President Helen G. Drinan, the institution has strengthened its financial health while completing an academic redesign, prioritizing and establishing an office focused on diversity, equity and inclusion, pioneering innovative, high-quality online programs, and expanding enrollments and its national brand as a University with strong graduate programs and a storied undergraduate program for women.

Simmons seeks a new President who will build on this considerable success and chart a strategic course for the future aligned with its mission and its distinctive strengths.

This presidency is an exceptional opportunity for an inspiring, forward-thinking, financially astute, equity-minded, and engaging leader who connects deeply with Simmons's mission. The University seeks a President who can galvanize an academic community, affect demonstrable cultural change by integrating the principles of diversity, equity, and inclusion across the institution, apply business acumen to leverage its capital assets and ensure its long term financial sustainability, and engage in significant fundraising activities, including leading a major capital campaign. Honoring the institution's past while charting a course for its future is central to the charge for the next President.

[About Simmons University](#)

The mid-1800s saw the emergence of colleges for women in the United States, a response to the lack of educational opportunity at a time when most institutions of higher learning were for men only. A number of societal developments at that moment helped spark this movement, including: the growth of common or public schools and the related need for more teachers, the developing women's suffrage movement, and the decline in the male student population following the Civil War. Independent nonprofit women's colleges were founded to provide educational opportunities to women equal to those available to men and were geared primarily toward women who wanted to study the liberal arts.

Simmons College was founded in 1899 with a similar intent but with a distinct mission. In founding and endowing the College in his will, Boston businessman John Simmons acted on a revolutionary idea: women should be educated like males and prepared to earn independent livelihoods for themselves and their families. Over its long history, Simmons has evolved and changed, but it has remained true to its commitment to empower women through a strong educational foundation and prepare them for independence. Combining intellectual achievement with purpose to make an impact in the world was and continues to be the broad purpose of Simmons.

In 1902, Simmons opened its doors to its first class of 146 students. The initial curriculum reflected the career pathways available to women at the time and spanned Bachelor of Science degrees and certificates in Household Economics, Library Studies, Secretarial Studies, and General Science. Soon after, and in collaboration with Harvard University, the Boston School for Social Workers—later becoming the Simmons School of Social Work—was launched. It was the first academically affiliated school of social work in the country and continues as a leader in the field today. In 1915, Simmons joined with the Women's Educational and Industrial Union to offer Lucinda Prince's program for preparing teachers of salesmanship, which evolved into the Prince School of Retailing and later became an important component of the Simmons School of Management.

Since its founding, Simmons has built on these undergraduate programs to offer graduate education, initially only to women, but over time to men also. Its first graduate program, the Master of Science at the Boston School for Social Workers, was launched in 1912. The Master of Science at the School of Library Science was created in 1949, followed by the establishment over the next decades of master's programs in the liberal arts, education, and business. Today, Simmons is anchored by its highly respected women's undergraduate programs and enriched by its coeducational graduate offerings, offered both on the ground and online, in health sciences, liberal arts, business, communications, social work, public health, and library and information science.

In keeping with its founding impulse, Simmons is dedicated to empowering women, developing leaders, and advancing equity and justice, both locally and globally. Simmons graduated its first African American student in 1914 and was one of the few private colleges not to impose admission quotas on Jewish students during the first half of the 1900s. In 1963, the institution established the Dorothea Lynde Dix Scholars Program, one of the region's first and most successful programs for non-traditional students uniquely designed to support adult women age 24 and older or second bachelor's candidates, which has gone on to change lives through its undergraduate programs for women. In 2014, Simmons released an explicit policy on the acceptance of transgender students, and its undergraduate program accepts applicants who are assigned female at birth as well as those who self-identify as women. Recently, Simmons revised its policy to reflect chosen names on diplomas.

Simmons has sponsored the Simmons Leadership Conference, the premier women's leadership conference in the world, for the last four decades. The Conference attracts over 3,400 middle management and senior level women from companies and organizations across the country and around the globe. In 2019, the University established the Institute for Leadership to advance its seminal work in developing women leaders. Drawing on the expertise of Simmons faculty, alumni, and students, as well as external partners, the new institute is charged with developing new educational programs for corporate executives, conducting research, and designing other activities focused on advancing women's leadership, including hosting global conferences and conversations.

While the Simmons campus is based in Boston, Simmons is a multi-faceted university. Undergraduate enrollment totals some 1,700 women, 14% of whom are learners through the Dix Scholars Program. The racial demographics of the undergraduate population at Simmons consists of 11% Asian, 7% Black or African American, 6% Latinx, 4% multi-racial, and 63% White. The graduate student population numbers 4,000 men and women, comprising 3% Asian, 8% Black or African American, 6% Latinx, and 60% White students. Current graduate offerings include five online master's degrees, with students from all 50 states enrolled. Simmons is a member of the Colleges of the Fenway consortium, which also includes Emmanuel College, Wentworth Institute of Technology, MCPHS University, and Massachusetts College of Art and Design. This collaboration provides cross-registration opportunities to the more than 12,000 undergraduate students that attend these five institutions.

The Simmons faculty comprises 230 full-time members, 75% of whom are women. Nearly 90% of liberal arts faculty members have earned terminal degrees in their fields. The faculty racial demographics are 4% Asian, 10% Black or African American, 3% Latinx, and 68% White. Faculty members are proud, dedicated, and passionate teachers and scholars, personally engaged with their students not only as close advisors, but also as collaborators and peers in learning, research, and discovery. The Simmons classroom is an intimate and hands-on learning experience with the average student to faculty ratio of 12:1.

Committed to its purpose as a student-centered institution, Simmons puts the needs of its students first, and offers the combination of education for leadership in high-demand professional fields with the intellectual foundation of the liberal arts. In the 21st century, consonant with its 19th century founding mission, Simmons enables students to lead meaningful lives, to build successful careers, and to impact the world around them.

From College to University: A Decade of Growth

While Simmons has grown and adapted to an evolving higher education landscape over its history, the story of the last 10 years is critical to understanding the Simmons of today—and of tomorrow. In the summer of 2018, Simmons College became Simmons University, a transition that was many years in planning and reflected the institution’s growth over the previous decade.

When President Drinan took the helm at Simmons in 2008, the world had just entered an economic crisis akin to the Great Depression. Simmons leadership made difficult decisions, cutting costs, right-sizing the institution, and diversifying revenues in order to strengthen the institution’s financial stability and flexibility. While those decisions were difficult for the Simmons community, in the years since, the institution has met self-imposed goals for net-tuition revenue growth, revenue surplus budgets, and fundraising, as well as appropriate debt ratios and cash reserves. In FY18, Simmons had revenues of approximately \$190 million.

Today, the Simmons story is one of growth, innovation, and a solid foundation—fueled by on campus and online enrollment, renewed investments in diversity, equity, and inclusion and in its campus and technology, and a variety of revenue streams. The confluence of strong leadership, committed faculty, alumnae/alumni, and students, and a willingness to implement new ways of doing business ignited this institutional success.

Looking to the future, Simmons leadership has embarked on a series of far-reaching initiatives that aim to reshape the institution and position it for the long term. Central to them all is an explicit emphasis and focus on diversity, equity and inclusion. At Simmons, diversity is defined as individuals of different backgrounds and identity including race, color, gender, gender identities and expression, sexual orientation, religion, age, national origin, ancestry, disability, veteran status, or class/SES. At Simmons, equity is defined as the condition of fair and just inclusion into a society -- and it will exist when those who have been most marginalized have equal access to opportunities, power, participation, and resources and all have avenues to safe, healthy, productive, and fulfilling lives. Finally, at Simmons, inclusion is defined as the active, intentional, and ongoing engagement with diversity — in people, in curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical). Taken together the concepts of diversity, equity, and inclusion anchor the institution’s work in the framework of Inclusive Excellence, advanced by the Association of American Colleges and Universities.

Strategy 2022

The vision for Simmons’s next 100 years, articulated in its Strategy 2022, is for the University to “become a beacon of leadership in the world of higher education; a resource to our nation and world; known for our expertise in fields which improve the human condition; sought out for the findings of our highly reputable research; and seen as the global expert in educating women for their own empowerment and leadership.” <https://www.simmons.edu/about/our-future/strategy-2022>

Central planks of the Simmons Strategy 2022 include:

Academic Redesign

Simmons has long been organized into traditional, disciplinary-focused academic units, with undergraduate programs complemented by the College of Arts and Sciences, Graduate Studies, School of Library and Information Science, the School of Nursing and Health Sciences, the School of Management, and the School of Social Work. Over the last several years, Simmons leadership and faculty collaborated on developing a new model of academic organization that would optimize learning opportunities, promote interdisciplinary pursuit, and minimize redundancy.

Operating as a university for many years, Simmons took the legal steps to apply officially for that status with the Commonwealth of Massachusetts in 2017. The state concluded that Simmons had satisfied all requirements of university status, including “offering more than 50 degree programs in no less than four distinct professional fields of study,” and also “because graduate studies is a distinct element within the institution with faculty, facilities, and resources necessary to support sound graduate programs.”

With this new designation, the University announced its revamped academic structure, which was the result of an intensive two-year process that involved the entire Simmons community. Accomplishing this type of major structural reorganization in only two years speaks to the nimbleness of the institution and its deep commitment to transformational change. The Academic Redesign came in response not only to trends in higher education generally, but also to a vision for Simmons at its best: where all students can strengthen their core areas of study by learning across disciplines, and where the process of intellectual and professional inquiry embraces diversity and fuels personal development. The Academic Redesign structure brings broadly connected fields together, combines undergraduate and graduate programs in these new academic units, and facilitates study across units by standardizing credits and costs across the university. This allows all students to work around disciplinary “corners” and open new inter-professional opportunities and pathways.

The Academic Redesign established four colleges, each encompassing undergraduate and graduate offerings and incorporating a complementary selection of academic fields. As part of this reorganization, Simmons conducted and completed three dean searches last year and has recently completed its fourth.

- **The Gwen Ifill College of Media, Arts, and Humanities** incorporates disciplines attuned to the modes of expression through which we record and interpret human experience, including communications, literature, art, music, gender and cultural studies, and the humanities.
- **The College of Natural, Behavioral, and Health Sciences** sits at the core of Simmons’s long tradition of education for the health professions and incorporates renowned nursing, physical therapy, nutrition, and behavior analysis programs, along with the natural and behavioral sciences.
- **The College of Organizational, Computational, and Information Sciences** combines the growing information fields with Simmons’s nationally-ranked Library and Information Sciences program and the School of Business, combining the theory and practice of analytics, entrepreneurship, and technology.

- **The College of Social Sciences, Policy, and Practice** incorporates Simmons’s first-in-the-nation School of Social Work with programs in education, public health, public policy, and the social sciences, rounding out another important facet of Simmons’s historic tradition in justice and change-oriented education for human services professions.

Becoming the Most Inclusive Campus in New England

In Strategy 2022, Simmons reaffirmed its commitment to building a community that is equitable and inclusive of all its students, staff, faculty, and alumnae/alumni. Social justice animated the founding of Simmons in 1899, yet, over the last decade, as the societal issues of equity and inclusion around race, gender, and ethnicity have taken on increased urgency, Simmons has identified critical work to be done to create and sustain a fully inclusive, welcoming, and equitable community across all constituencies.

Simmons established the Organizational Culture, Inclusion, and Equity (OCIE) office in 2018 and hired a senior vice president to lead this critical initiative. The OCIE Office seeks to facilitate fundamental cultural and institutional changes necessary to establish and maintain a fully inclusive campus, and to promote ongoing, meaningful, and authentic engagement around diversity, equity, and inclusion. Diversity includes age, ancestry, class, color, disability, ethnicity, gender identity and expression, marital status, national origin, race, religion, sexual orientation, veteran status, or any other status protected by law.

The OCIE Office, in partnership with the campus community, is leading the work to help Simmons achieve its aspiration: to be the most inclusive campus in New England. By approaching equity work in a systemic and multidimensional way, Simmons is working to embed these cultural values in all it does, to pursue diversity, equity, and inclusion as the bedrock of institutional excellence, and to empower its students to be leaders in this important work out in the world. To read more about OCIE, its goals and progress see the [Update](#) on Inclusive Excellence.

The Student Experience: Strengthening Living and Learning in Community

Based on input from academic deans, faculty, staff, and students, and guided by the President and Board of Trustees, Simmons developed a set of priorities and recommendations for future campus development in Strategy 2022. The planning process identified two vital needs of the University moving forward: first, updating its science facilities to respond to its growing enrollment of science-oriented students and the rising regional and national importance of Science, Technology, Engineering, and Mathematics (STEM) education; and, second, uniting residential accommodations and athletics facilities, currently on the Residential Campus, with existing academic and administrative facilities on the Academic Campus, to create a “One Simmons” environment. Significant components of this strategic priority include building a state-of-the-art learning and living environment to help students integrate in-classroom learning with social, emotional, and ethical development.

In 2017, President Drinan and the Board of Trustees announced that they would begin to pursue a strategy to achieve these goals. Simmons initiated an institutional and master planning process to study how its aging physical plant can meet the needs of its academic future and filed an Institutional Master Plan Notification Form/Project Notification Form (IMP/NF/PNF) with the City of Boston in May 2019. It presents a 10-year plan for the Residence and Academic campuses, detailing the renovation of an

existing building to support the science program and laying out the transformation of the two campuses into one integrated whole, the “One Simmons” campus vision. Notable in the plan is the creation of a new 21-story dorm on the Academic Campus, which could then trigger a large-scale redevelopment of its six-acre Residential Campus nearby on Brookline Avenue.

Continued Academic Innovation

The growth of online programming in higher education has been a prevalent theme in the sector for more than a decade, sparked by advances in technology and the resulting changes in human behaviors and learning expectations. In 2012, Simmons entered into a partnership with 2U, a private, for-profit company that works with colleges and universities around the world to provide the technology and associated services platform to enable online graduate degree programs. Simmons’s online academic offerings have led to the doubling of its graduate enrollment and tuition revenues since that time. Simmons offers five online master’s degrees in partnership with 2U, with students from all 50 states enrolled. In 2018, Simmons announced a 15-year extension to the partnership with 2U, ensuring that the University can continue to offer high quality and innovative online graduate degree programs to a broad and dispersed community, extending the impact of a Simmons education and expanding its market reach and student enrollments.

Four years ago, Simmons reimagined its undergraduate general education core curriculum and implemented PLAN (Purpose, Leadership and Action). While taking courses in the Simmons PLAN, undergraduate students substantively engage with the city of Boston, develop their own understanding of leadership, engage in integrative learning across academic disciplines, and design key components of their course of study. Simmons first year students immerse themselves in the city through the Boston Course, designed to develop their writing skills and to encourage them to explore their new home. PLAN brings the Simmons principles and values into the present day.

A University in a Global City

The city of Boston plays a significant role in the life of Simmons and its students, faculty, and staff. Indeed, the University draws on many of the city’s cultural, historical, economic, scientific, and educational resources to offer an unparalleled student experience. The campus is located in the Fenway neighborhood, within walking distance of the Longwood Medical Area with such leading medical institutions as Boston Children’s, Brigham and Women’s, Beth Israel, and Dana Farber and where many Simmons students complete internships and clinical rotations. Simmons is also a short ride to Cambridge Kendall Square, a locus of technology innovation and successful startups, as well as to the burgeoning Seaport and Financial Districts, where law, venture capital, and investment firms offer opportunities to students with interests in those fields.

The University is also linked with several nearby historical and cultural institutions. The Boston Public Library, Massachusetts Historical Society, and John F. Kennedy Library offer unmatched opportunities for research and professional experience for undergraduate and graduate students alike, while institutions such as the Isabella Stewart Gardner Museum and Museum of Fine Arts host internships for Simmons students, providing rich material for experiential learning.

As with Simmons, Boston has grown and developed considerably in the past few decades. One of the oldest cities in the nation, Boston today is the economic and cultural anchor of a large and vibrant

metropolitan area, with the historic Black Heritage Trail and with almost five million inhabitants. That growth has sparked a wider and welcomed diversity across Boston, spanning racial, ethnic, religious, sexual orientation, and national origin dimensions. In fact, Boston is a city made up predominantly of people of color: 9.5% Asian, 25% Black African American, 19% Latinx, 4.9% multi-racial, and 45% White. And, as home to more than a quarter of a million college students, Boston is an exceptional center of higher education with a lively community of scholars, educators, administrators, and academic professionals.

Students are at the core of the Simmons community. They are intellectually motivated, engaged learners, and progressive thinkers. They care about the world around them and are involved in many activities, clubs, and organizations on campus and through partnerships across the city and beyond in service learning and community service projects. Simmons offers the academic setting, the resources, and the inspiration to catalyze their development as young people and emerging leaders.

Simmons's history of social justice and its commitment to equity and inclusion are central to the University's identity and mission. Undergraduate students come from 47 states and 22 different countries; 30% of students identify as coming from a multicultural background. Simmons was one of the first women's colleges to recognize the evolving notions of gender, and aligned its admission policy supporting a full range of gender identity and expression.

Simmons faculty are distinguished scholars, practitioners, and experts who all share a common goal in inspiring and empowering students to become leaders in their field. Faculty members at Simmons are recognized for their quality of research and have been awarded research awards from a wide array of funding agencies including the Ford Foundation, Freeman Foundation, the National Science Foundation, and United States Institute of Peace.

The committed and talented administrative and professional staff at Simmons connect the members of the University to one another and to the Boston community. Many have been at Simmons for decades. Their relationships with faculty, students, and alumnae/alumni, with each other, and with the University are enduring. They provide essential services and are critical partners in the educational mission of Simmons.

The Simmons Community Engagement office facilitates and promotes community-based learning and develops strategic partnerships to advance learning, promote civic engagement, and enhance community involvement to create a more just society. The office takes the lead in advancing the University's commitment to visionary education and civic engagement and works with nearly 60 community-based organizations to provide opportunities for student-leadership and community benefit.

Finance and Governance

In fiscal year 2018, Simmons generated total operating revenue of \$191.2 million, an increase of 5.6% over fiscal year 2017. While undergraduate and graduate tuition and fees comprise the majority of gross tuition dollars, as a result of the University's strategic investment in graduate online programs in partnership with 2U, there continues to be strong growth in aggregate tuition revenue. For fiscal year 2018, the operating results were \$1.3 million, including non-operating revenues/expenses; the total change in net assets for the year was \$8.1 million.

At fiscal year-end 2018, total assets were \$434.4 million and total liabilities were \$192.1 million, with net assets at \$242.3 million. Total investments were \$195.4 million on June 30, 2018. In the 10-year period from FY 2009 to FY 2018, operating revenues grew from \$115.4 million to \$191.2 million, and net assets grew from \$172.4 million to \$242.3 million. The University's current public debt ratings continue to be pegged at Baa1 (stable) by Moody's and BBB+ (stable) by Standard & Poor's. Simmons is committed to supporting the students that are admitted to the University. In FY18 the aggregate discount rate was 24.7%.

Simmons is governed by its Board of Trustees, of which the President is a full voting member. Simmons Trustees serve as fiduciaries of the institution and oversee all of Simmons's institutional affairs in accordance with the University's charter, bylaws, evolving statements of mission and purpose, and strategic plan. The Board of Trustees works in strategic partnership with the President of the University. The Board presently has 21 members.

The Role of President of Simmons University

The President serves as the chief executive and administrative head of the University. The President's University Strategy Team, the key executive team, currently includes the Provost and Senior Vice President; Vice President for Strategic Initiatives and Simmons Online; Senior Vice President of Organizational Culture, Inclusion, and Equity; Senior Vice President, General Counsel, and Secretary to the Board of Trustees; Senior Vice President for Student Engagement; Vice President of Finance and Treasurer; Senior Vice President of Institutional Advancement; and Vice President of Real Estate and Facilities.

Earlier this year President Drinan announced her plans to step down in 2020 after 11 years in the role. She has had an impactful tenure and led Simmons through important changes and significant challenges, strengthening the institution for the future. The hallmarks of President Drinan's tenure are fiscal stability, institutional growth, a commitment to investing in equity and inclusion, and a sharpened focus on developing the intellectual foundation and career skills for Simmons graduates to make a difference in the world. The next President of Simmons will join forces with the broad community to continue this progress and guide the University through its next chapter of growth and development.

Key Challenges and Opportunities for the new President

Simmons seeks a new President who will embrace transformational change and provide visionary, inspiring, and collegial leadership to the institution. Personifying the principles of diversity, equity, and inclusion, the new President will be a strong organizational leader, a creative thinker, a community and culture builder, a connector, and a passionate and powerful representative of Simmons and the value of a Simmons education. The new President will also apply business acumen to leverage the University's capital assets and ensure its long term financial sustainability and will engage in significant fundraising activities, including leading a major capital campaign. Moving Simmons forward in its immediate institutional work ahead and leading it in its longer-term visioning for a sustainable future is the overarching challenge for the new President.

Key among the specific tasks ahead for the new President includes:

Lead the next phase of success

In 2011, Simmons engaged in a comprehensive strategic planning and visioning process that led to the Strategy 2022 Plan. A forward-looking academic redesign, a dramatic campus renewal, and a rededication to the centrality of diversity, equity, and inclusion, were significant outcomes of that plan.

Now, in this next chapter, the new President needs to lead Simmons in fully implementing this dynamic plan and its important initiatives, bringing together all elements of the community to fully realize the benefits of this re-imagination of Simmons.

Looking beyond 2022, the next President will also need to continue to imagine, articulate, and promote Simmons's long-term sustaining identity and vision. The next President will take on the challenge of ensuring that the campus culture responds to and embraces changing demographics, while enhancing Simmons's commitment to women's leadership, social responsibility, academic excellence, and career preparation.

Lead significant cultural change and actualize the principles of diversity, equity, and inclusion

Simmons aspires to inclusive excellence in all aspects of an individual's experience within the University community. Simmons was founded on the principles of gender equity and social justice and these themes remain an important part of the Simmons narrative. The University has been a pioneering and transformative force around issues of gender equity, women empowerment, and sexual identity.

As the national demographics shift and the US moves to be a "minority white" nation by 2045, however, Simmons needs to become a recognized leader on issues of racial diversity, for civic, moral, and sustainability reasons. There is important and significant work to be done. In recent years, there have been strong voices both on campus and among the alumnae community expressing disappointment with progress around racial equity and inclusion. Recognizing that it has fallen short in creating a racially inclusive campus, Simmons sees cultural transformation and community building, in service to the values of inclusion, as a critical goal for the new President.

A linchpin to the success of Simmons is therefore the development and stewardship of a fully inclusive campus, one that is more racially diverse, that promotes the talents of all, that engages in meaningful dialogue on matters of race, and that lives fully into these core values. The next President will be a transformative leader who has not only a deep-seated commitment to diversity, equity, and inclusion but also a demonstrable record of success and courage in this work.

Provide effective leadership and management

The next President of Simmons will build on a solid foundation. Like most colleges and universities today, however, Simmons faces financial pressures with limited resources. Ensuring long-term sustainability will mean substantially increasing the endowment, balancing financial aid and rising costs, examining and managing spending priorities, and securing and strengthening all current and future sources of revenue. The successful candidate must engage with the Simmons community in the work ahead to develop and execute broad, ambitious, and fiscally responsible plans. Familiarity with the current issues impacting higher education is essential, as are highly developed business acumen and substantial management experience.

Strengthen ties with alumnae/alumni and accelerate philanthropic successes

Fundraising leadership will clearly be a critical element of the next President's agenda. Simmons has long had a modest endowment; annual alumnae/alumni participation is currently about 13 percent. A critical task for the next President will therefore be to strengthen ties to alumnae/alumni, to cultivate their increased support, and to develop relationships and interest from new donors, corporations, and foundations.

Planning is underway for a short-term, focused campaign to raise funds to support science education and the planned building renovation for STEM programs and the new President will come on board as that effort is launching. A larger campaign will soon follow and multiple opportunities for partnerships with industry and government need to be cultivated and consummated. The next President will therefore need the ability and appetite to represent Simmons compellingly to donors and to energize stakeholders to support and champion the University. The President will be tasked with securing new donors, engaging and inspiring an evolving community of over 50,000 alumnae/alumni around the world, and inspiring the whole Simmons community of today and tomorrow to invest in its future.

Tell the Simmons story: strengthen brand and visibility

Simmons has a story for the 21st century. It weaves together practice and theory, art and science, undergraduate and graduate education, and business and innovation. It is built on the principles of women's rights, social justice, and diversity, equity, and inclusion. Simmons develops leaders and empowers them to play impactful roles in the world. With the current US political environment, now is an ideal time for the new President to raise awareness of the strengths of Simmons, its commitment to social justice, women's empowerment and leadership, and its vision for the future. The next President will work collaboratively with the senior vice president of institutional advancement and other key members of the senior leadership team to strengthen the brand and visibility of Simmons nationally and globally.

Develop enrollment strategies for the future

Economic and demographic forecasts indicate that competitive pressures and financial stresses in higher education will only build over the next decade. An annual study by the National Association of College and University Business Officers, or NACUBO, recently reported that average tuition discount rates surpassed 50 percent in 2017-18 and are on course to hit 52 percent in 2018-19.

Recognizing that approximately 76% of undergraduates receive financial aid and approximately 80% of the University's income is from tuition and fees and room and board, enrollment management at the undergraduate and graduate levels is a key institutional priority.

The University needs to continue to improve graduation and retention outcomes with a more data-driven approach. The first year retention rate on average over the last five years at the undergraduate level is 83% and the six-year graduation rate averages 71.4%. The President will partner with the new head of student engagement and will work closely with leadership across the institution to create a comprehensive enrollment plan that ensures excellence and sustainability and targets students likely to succeed at Simmons.

Support and engage the faculty and staff

The strength of any institution is embodied in the character, intellect, and passion of its community. At Simmons, the faculty and staff are deeply committed to students and engaged in the work across the campus for them to flourish.

With the recent academic redesign, Simmons faculty and staff have been part of transformational change that has reshaped the institution. The redesign has been a complicated and challenging process and has created new colleges, moved departments and people across campus and units, and sparked important and yet-to-be answered questions about faculty governance and Simmons's university identity. Significant work remains to be done.

Change is not easy and the next President will need to bring a deep appreciation for the work done and yet to be done by faculty, staff, and academic leadership. Faculty have an exceptional opportunity to build collaborative and multidisciplinary teaching and scholarship and to bring fresh approaches to the classroom and the laboratory, but they need a President who will support and inspire them in this work.

The next President will work to sustain and enhance Simmons's standards of academic excellence during this time of change. Simmons needs a President who will be a visible and active presence both on and off campus, a responsive and proactive communicator, and a champion for the core academic mission of Simmons.

Qualifications and Characteristics

Simmons seeks in its new President a leader with intellectual vision, a demonstrated commitment to diversity, equity, and inclusion, a firm grip on developments in the modern academy, substantial financial, administrative and management talents, great energy and integrity, and the capacity to champion and inspire the university community to new levels of excellence. The next President will combine an appreciation for Simmons's strategic direction, the skills and experience to guide the journey, and the imagination and courage to navigate in a shifting higher education landscape.

Simmons seeks a leader who brings a history of successful organizational and financial leadership, the ability to cultivate and secure philanthropic support for Simmons and its programs, and a record of accomplishment in creating and supporting a climate of diversity and equity, community, transparency, understanding, and excitement. The Search Committee understands that no single candidate will have all the ideal qualifications, but it seeks candidates with the following experience and abilities:

- A deep professional and personal commitment to the mission of Simmons;
- A demonstrable commitment to, and track record of accomplishment around, racial diversity, inclusion, and equity; a record of effectively recruiting and retaining diverse talent;
- Successful experience as a visionary, strategic, innovative, and inclusive leader who can bring constituencies to actionable consensus around bold choices and execute large and ambitious plans with fiscal responsibility;

- A substantial understanding of the trends and developments that will affect the future of higher education including online education and the role of women's undergraduate education nationally and internationally;
- Strong administrative leadership experience, with equally strong financial management skills; experience with building alternative revenue streams;
- The skills, passion, and personality to fundraise successfully and appeal to a wide variety of donors; the character to inspire alumnae/alumni and to lead a strong development effort;
- Exceptional communication skills, able to engage effectively with the many constituencies of the University, skillfully negotiating different points of view; a knowledge of university governance, including experience working with faculty and boards of trustees, aiding both to achieve productive, meaningful outcomes;
- A demonstrated personal confidence to lead, humility to listen, and the propensity to support the efforts of others and to credit their contributions;
- Terminal degree preferred; demonstrated success in roles of similar scope, scale, complexity, and responsibility.

Applications and Nominations

All inquiries, nominations/referrals, and resumes with cover letters should be sent electronically and in confidence to:

Vivian Brocard, Rebecca Swartz or Karen McPhedran
Isaacson, Miller
263 Summer Street, 7th Floor
Boston, MA 02210
www.imsearch.com/6991

Consistent with the University's goals to achieve diversity at all levels of university leadership, Simmons encourages nominations and applications from individuals in traditionally underrepresented groups and those dedicated to building a culture of inclusive excellence at Simmons.

The University is committed to equal opportunity for all persons regardless of age, ancestry, class, color, disability, ethnicity, gender identity and expression, marital status, national origin, race, religion, sexual orientation, veteran status, or any other status protected by law.